State of Mid-Level Recruiting

Key Differences from Entry Level

- They come with Contracting/Procurement Experience
- They cost more
- They need to be productive from day one on the job
- They need a sense of place/belonging from day one
- Their expectations are greater
- Value of government service may or may not be a deal breaker

Key Challenges for Mid Level Hires

- Gov’t tends to recruit from within; educate gov’t to value of hiring from industry
- Industry candidates not acculturated to gov’t way
- Gov’t pay tends to be lower than industry
- Expectation is for accelerated advancement
- Need to be educated to advantages of gov’t career
- Career changers may not know that this change is for them
- May care about the mission and value of public service

FAI's Strategy for the Executive Agencies

- Identify essential competencies
- Screen for essential competencies
- Identify skill gaps for new hires and tailor training to individual needs
- It takes more than training to ramp up a mid-level hire
- To retain them, they need to have a plan for advancement
- On boarding plan is essential component to retaining these folks